Coast Guard Pay & Personnel Center Advancements Branch Newsletter

Unsatisfactory Conduct and Not Recommended Evaluations

In an attempt to gain better accountability over "unsatisfactory conduct" and "not recommended" (U&N) EERs that are submitted in Direct Access, PPC-ADV is now reviewing a higher percentage of these evaluations. Any EER that is submitted with a mark of Unsatisfactory for Conduct or Not Recommended for CO's Recommendation is subject to review. We have found that some U&N EERs that are submitted are not within policy of the Enlisted Accessions, Evaluations and Advancements (Enlisted) Manual, COMDTINST M1000.2.

Unsatisfactory Conduct marks must be within the reasons stated in Article 5.B.1.a of the Enlisted Manual. Also, supporting comments must be provided in the "Rating Comment" section of the "Conduct" competency. A comment that supports the mark of unsatisfactory (U) is required and must contain enough detail to explain the basics as to why the conduct was unsatisfactory. Please keep in mind that assigning a mark of "U" for conduct can render a member ineligible to advance until the good conduct period has been met as per 3.A.13.b of the Enlisted Manual.

The Recommendation for Advancement competency must be in accordance with article 3.a.4.e.4, of the Enlisted Manual and be based on the member's overall performance based on the individual's qualities of leadership, personal integrity, adherence to core values, and his or her potential to perform in the next higher pay grade. Factors such as weight, approved retirements or qualifications must not be the sole basis for the "not recommended".

If PPC-ADV reviews an EER that we believe is not within policy, we will forward an e-mail to the member of the command that submitted the EER. PPC-ADV will not return the EER automatically; it will be processed and activated in DA. The e-mail only notifies the command that a questionable EER has been approved. It is up to the command at that point to make any necessary changes or leave as is. If the command decides to make a change or additional comments to support the mark, please contact PPC-ADV to return the EER.

By: YN1 Luke Strittmatter

ERATS

ALCOAST 577/11 announced the new Enlisted Rating Advancement Training System (ERATS). If you have not yet read this message, do so. The message shows the schedule, by rating, of when they will make the transition over the next three years.

Enlisted Performance Qualifications (EPQs) will be replaced with the new Rating Performance Qualifications (RPQs). The RPQs will have performance and knowledge requirements and eliminate the need for rating courses and PQGs. Instead of completing an Institute Rating Course and End of Course Tests (EOCT) you'll complete your RPQs then take the new online Rating Advancement Test (RAT).

Rating Competency Codes will be entered into DA via TMT to show completion of RPQs, RAT and any other training requirements for SWE eligibility.

By: Doug Rose

EER Tracking "In Process" Query

Ever wonder… "where and what is the status of that EER?" Have you ever had to submit a trouble ticket to obtain the status of an EER just to wait a couple of days for the answer? Well, wait no longer. Any member with Command User access in DA can now check the status of EER's for any Dept ID. This report will populate the status of an EER as it progresses through work lists in DA. As long as the EER has been initiated and NOT clicked Final, it will be retrieved by the query.

The query can be found in the Query Manager by using the following path:

Home < People Tools < Query Manager < Use < Query Manager

At the Find an Existing Query screen, type CG_EMPL into the search by block:

Then click Search.

From the Search Results, find the CG_EMPL_REVW_TRACKING query:

Then click on Run.

The new screen will have 4 blocks to fill out. Use AUSCG for the Set ID. Enter the dept ID number of the unit you are checking the status of. Enter the begin month, ex. 11/01/2011. Enter the end month, ex. 11/30/2011. Queries should be limited to monthly queries. If a report is too big in size, DA will not be able to pull the information you are trying obtain. Any EER with an effective date between Nov 1 and 30th of 2011 will populate onto this report if it has been initiated and not clicked Final.

CG_EMPL_REVW_TRACKING - Empl Rvw Tracking *In Process*

SetID: AUSCG 🔍

Department: 000450 🔍

Effective Date From: 11/01/2011 📅

Effective Date To: 11/30/2011 📅

[View Results]

Click on View Results. The query will take some time to retrieve the information.

Once the report populates, it is in Excel format and can be printed or downloaded and saved.

The below information will be provided on the query.

Name	Class	Review Dt	Review Type	Rating Scale	Worklist Owner	Worklist Name	Worklist Status
Strittmatter,Luke P.	Regular	11/30/2011	Regular	E6	1078980	Mcnaught,Lorrelle M.	Open
Strittmatter,Luke P.	Regular	11/30/2011	Regular	E6	1090525	Myers,Mickey J.	Open

The Worklist Name will show who has had the EER in their work list in DA. The work list status shows who still has this eval in their work list. This status will say either Open, Worked on Not on Worklist.

Troubleshooting:

1. Member assigned to my unit does not show up on my query.

a. Check the members Dept ID, member may be assigned to a separate dept.
b. The eval may not be initiated and saved in DA.
c. The eval may be clicked Final.

2. I receive an error that states web site cannot be displayed. The size of the report is too big for DA to retrieve.

a. Try using a sub dept ID for your unit. This will minimize the amount of information DA is trying to retrieve. Try using a smaller date range, for example, 11/30/2011 to 11/30/2011.
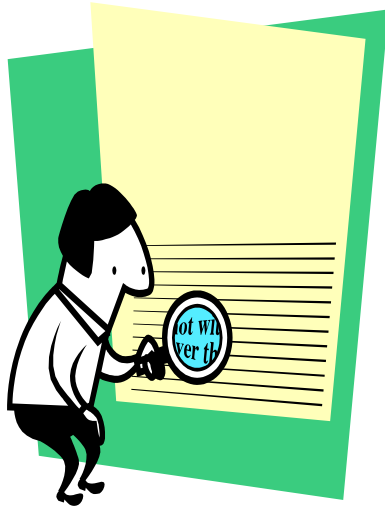
By: YN1 Luke Strittmatter

How Breaks in Service May Effect SWE TIS & TIR Points

IAW Enlisted Manual, COMDTINST 1000.2, Article 3.A.3.b, it states that a "1 point credit per year or .083 point credit for each full month" with a maximum credit of 20 points is given to all SWE candidates for their time in service (TIS). Article 3.A.14.b(2) states that "TIS for eligibility for advancement and multiple computation is active duty in any of the Armed Forces and their Reserve components and is computed to the established terminal eligibility date. Periods of inactive duty, periods between discharge and reenlistment, and deductible time are not creditable for time in service. A correct Active Duty Base Date (ADBD) for active duty members and Pay Base Date (PBD) for reserve members is the basis for this computation." This means your PDE will reflect TIS years and months from your ADBD or PBD up to the TED which is 1JAN following the May SWE and October RSWE, and up to 1JUL following the November E5/E6 SWE.

TIS points are not subject to the point start date (PSD), which means you will continue to be able to use them for advancement all the way to E9. These are the only true "dinosaur" points left since sea time, surf time, awards, marks and time in rating all zero out after each advancement. So, it behooves you to ensure that you're receiving the correct amount of credit and points for qualifying time in service.

If you had a break in service during your military career, you need to ensure that you've had a Statement of Creditable Service (SOCS) completed on you. Your admin staff or SPO should be able to verify that for you and request one if you have not. It's only through the SOCS process that your ADBD or PBD can be corrected in Direct Access. These dates are posted on your SWE PDE and should be verified during the PDE correction period for each SWE. Don't wait to request your SOCS if you know you haven't had one done, as they can take months to complete and must be completed as a final or interim SOCS on or prior to the PDE correction deadline to received additional TIS points for the current SWE cycle.

Time in pay grade in present rating (TIR) is discussed in the Enlisted Manual, COMDTINST 1000.2, Article 3.A.3.b, which states that a "2 point credit per year or .166 point credit for each full month" with a maximum credit of 10 points is given to all SWE candidates for their time in rating. Article 3.A.14.b(3) states that "TIR is computed from the effective date of advancement to the present pay grade for the rating in which presently serving, to the established terminal eligibility date (TED)."

The Enlisted Manual article also goes into detail on periods of TIR which may or may not be creditable and is something you should review if you held your current rate prior to a period of broken enlisted service and reenlistment. For example; members who left the service for less than two years and returned may be eligible for prior TIR credit as are members who reverted to enlisted status after serving as CWO or commissioned officer.

Often we see members with broken service who return to active service and their PDE shows their reenlistment date as their date of rank (DOR) rather than a constructed date of rank giving credit for prior time in rate. Please let PPC (ADV) know if you feel the TIR years and months listed on your online PDE are incorrect as only this office is allowed to make adjustments to these dates in DA after a reenlistment has been completed. Unlike TIS adjustments, TIR adjustments do not require a SOCS. PPC (ADV) will gladly review your records and correct any errors as long as we're notified before or during the PDE correction period.

Every point on your PDE is critical for your chance at advancement. Take the time to make sure your data in DA is correct, as you are ultimately responsible for that data and what appears on your online PDE. Good luck in your future advancement pursuits!

By: Doug Rose

Audit Separation Events

When a Retirement, RELAD, or Discharge is approved, sometimes in the JAG Audit the event will build as a "C" (correction) when it should be an "A". When this happens, not only do you have a correction without an original entry but the JOB DATA row for Retirement With Pay/RWP row does not build. The absence of a RWP row in JOB DATA means the retired pay system (Global Pay) will not identify this member as eligible for processing for retired pay.

So the bottom line is, although you submitted this correctly, the system may not always process your action properly. As an auditor of the system, you should check to ensure all components have properly updated.
After the event has been approved by the SPO Auditor there are a couple of components to check to ensure Direct Access processed your input correctly.
Navigate to JAG Audit – Home > Compensate Employees > Maintain Payroll Data (US) > Inquire > JAG Audit Inquiry

- Input the Employee ID for the member you just completed/approved for a separation and select the appropriate drop down menu item from the Audit Table: Termination RELAD, Termination Retirement or Termination Separation. Press the REFRESH button.
- You should see the event which was just approved. If no line item is viewable or the item indicates a "C" type entry, also check JAG Archive Inquiry for this action before moving forward with any further corrective action.
- You will need to ensure when verifying this action that it did not create a "C" type event due to an error in your original submission.
- If either of these issues occurs, you will need to delete the RELAD/Retirement/ Discharge in Separations and resubmit. Please review JAG Audit again to ensure the correct status of "A" is built.
- You can also review JOB DATA to check that the appropriate RLD/RWP/DSC row has been built for this member.

If, after all the previous actions have been taken, the event is still not saving properly please contact Pam Flewelling at 785-339-3402

By: Pam Flewelling

Position Numbers and Department ID's

We receive many requests to correct Department ID/Position Numbers. There are times we can assist with the request, but often we cannot.
  If there is a problem with a *Hire 8C*, we only change Department ID/Position Numbers when a member is incorrectly hired and the SPO provides us with source documents, i.e., Travel/ Transfer Orders.
  If you discover that a Department ID/Position Number is incorrectly entered on a *RELAD 8C*, the SPO needs to delete the RELAD and reenter with the correct data.
  Often we see problems created with Department ID/Position numbers due to *PAL* changes. If the member's Department ID is incorrect, the SPO should verify the member's orders show the correct position number. If the correct Department ID/Position Number is on the orders and the PAL is incorrect, then submit a ticket for us to research.
1. If the *PAL* change and the member's PCS orders to his/her current duty station differ, please submit a help ticket. We will research and make any necessary corrections.
2. Sometimes a member's position number is moved to a different Unit and the member remains at the 1st Unit. When this happens, there should be a *PAL* change done for the member by Headquarters. PPC (ADV) cannot correct the position number and the help request should be referred to Headquarters (CG833).
  Anytime the Department ID, Position Number or both Department ID/Position Numbers are wrong on the *Orders*, the SPO needs to request that the Detailer or Assignment Officer (AO) cancel and reissue the orders.

By: Ginger Farmer

How Long Does It Take Marks To Go Final?

We occasionally receive questions about how long it takes an evaluation to go final in DA and be viewable in EER summary. PPC (ADV) runs a "validate process" at least once a day which reviews all the submitted EER's in the Coast Guard and checks them for errors. At the end of the "validate process", all complete and error free EERs fall into a viewable status in DA. This means that most of the finalized EERs in the Coast Guard are viewable in summary early the following business morning after going Final. The latest EER can be seen in DA EER Summary once the Summary is Refreshed.

The EERs that have errors or require manual intervention appear on an exception report and it is manually worked by reviewing each one individually and, if required, returning it to the person that submitted it to us.

When an EER is returned for correction, an explanation is included in the main comments tab and an accompanying e-mail is generated and forwarded to the submitter explaining the reason for return.

Some EER types such as SWE, MEMO type CORC, and losses of recommendation or conduct require manual intervention to verify everything is consistent with policy and may take a few more hours to fall into summary as we work through the morning exception report and manually activate them.

If you require an EER to be viewable at once or it requires immediate action, you can contact us directly for assistance. While the "validate process" is run a minimum of once a business day, there are times when we might run it more often. For instance, when large numbers of EERs are processing close to a SWE schedule, we might run it twice a day to better manage reports and allow for quicker resolution to problems.

By: David Lynch

Verification of Advancement Documents in Direct Access and JUMPS

This article is for YNs who complete advancement transactions. The Advance/Promote one member function in Direct Access is used to Advance, Reduce, Change Rate, or Add Designator, as appropriate. Since two of the choices are "personnel related" and two are "pay," it is vital that the correct one is selected, and, if mistakes are made, PPC (ADV) must be contacted immediately.

The "Advanced to" selection is used by typical SPO's to advance non-rated personnel and "A" school graduates. "Reduced to" is rarely used, and only applies during a performance reduction or when a member is changed in rate where a reduction in grade is appropriate, i.e. E5 attending "A" school for a new rating. "Reduced to" is never used in conjunction with a mast or court memorandum. The mast document accomplishes this action.

The "Change in Rating" and "Add Designator" documents are only used when a member's rating has changed, but not his rank/pay grade. When a member is advanced and has a change in rating, then the "Advance" option is used.

All four choices initiate a P555 (legacy document) in JUMPS and create an associated JOB row in DA. The JOB row created by any of these four actions updates numerous DA fields and will affect all subsequent rows. Correction is lengthy and time consuming and can only be accomplished by a limited number of authorized personnel Coast Guard wide. The JOB row data will also overlay into JUMPS SEG 00 in the field identified as "RANK". The DA update to JUMPS can make SEG 00 appear with a new rating, but the member may still retain the previous rank, i.e., pay grade/rank mismatch (E2/FN).

Incorrect submission of these documents does not always create an exception so additional attention is required by the SPO to ensure correct submission and avoid overpayments to members.

By: David Lynch

The Use of Locally Generated EER Tracking Programs

We periodically encounter units that maintain local spreadsheets of the unit's EERs. While tools to track EER completion are useful, these tools should not be used to compare EERs and they definitely should not be used to determine a member's score on the EER. The integrity of the Enlisted Employee Review System is based upon adherence to objective standards and guidelines established in COMDTINST M1000.2 Chapter 5. The rating chain is directed to evaluate the member on their individual performance against the established standard. Section 5.D.3.d. of the manual specifically charges the Approving Official with the responsibility to ensure "Overall consistency between assigned marks and actual performance/behavior and output without using any type of forced distributive process." This means you cannot use a tracking tool to distribute marks or to base one member's marks on how they compare to another member(s) marks and you cannot direct that a member's marks be raised or lowered because of how they compare to a peer group. Rating chains and specifically Approving Officials, are to ensure that each evaluee is marked against the written standards for each factor, not against others in the same rate or rating.

Maintaining locally generated EER tracking lists, programs, or data can be beneficial to ensure that evaluations are entered timely and not overlooked. A new Direct Access tool to assist units in doing this is announced in this newsletter. I understand that some rating officials feel a spreadsheet of the factors assigned at a command, sorted by rate, rank, department, or otherwise, may be beneficial to a Commanding Officer in gauging the health of professional development or leadership programs or it might also be helpful in identifying areas in need of extra attention. It becomes an issue when that data is misused. Reviewing EER statistics of peer groups prior to assigning factors to an individual could significantly impact the objective evaluation of performance. In some cases, even the perception of loss of objectivity can affect good order, discipline, and morale and it leaves the command open to challenges to the EER and possible Art 138 or BCMR fillings. The requirement to render in independent evaluation of each member against the established standards is the reason this office does not publish EER averages and we caution units against doing it locally.

By: Bill Patterson

Completing EERs for AIRMAN Program Personnel

There has been some discussion related to whether or not members enrolled in the AIRMAN program should continue to remain on the regular marking schedule for their particular rate and grade. The answer is yes, members enrolled in the AIRMAN program should continue to receive EERs and are not exempt IAW COMDTINST M1000.2 Art. 5.E.1.b. We understand that they are in a training allowance position for the sole purpose of ascertaining their ability to successfully perform the duties of the rating but that does not exempt them from the requirements of the EER .

There are inherent risks associated with a lack of evaluations. Good Conduct Awards are based on numerical averages found in the EER, a formal appeal process is afforded the member through the EER process, poor conduct/performance which can be grounds for performance probation or discharge are captured in the EER, and finally, the EER was specifically designed to provide a road map for all our enlisted members for future improvements.

As I wrote this article, I realize that this will be the last one. Saying good bye is never easy, especially after 30 years. I have truly enjoyed my assignment in ADV and the best part was working with all of you. Although I have no immediate plans…who knows? As with many of our other retirees, you may see my name on the PPC roster again in the future. I wish all of you the best in your Coast Guard careers.

By: YNCM Terrilee Brown

Enlisted Evaluation Errors

When completing an EER in DA, an error or two may pop-up when you click the Validate button. Ever wonder what this error means or how to fix it? A list of common errors and solutions to resolve those errors is now available. Please click on the link below or go to the Advancements Branch on the PPC web site to view the list of errors. If you receive an error in DA that is not listed, please contact YN1 Luke Strittmatter via e-mail (Luke.P.Strittmatter@uscg.mil) or directly by phone at 785-339-3406.

By: Luke Strittmatter

Farewell and Thanks MC

YNCM Terrilee Brown will soon be retiring after over 30 years of outstanding Coast Guard service. PPC(ADV) has had the honor and pleasure of having her on our staff for the last five years. Her contributions to the Advancement Branch and to the advancement process have been substantial as has her service as command Silver Badge. We take this opportunity to publicly thank her for her outstanding contributions to the CG and PPC and for her friendship. She'll be replaced by YNCM Lori McNaught following her retirement ceremony in April. Good luck in your future endeavors Terrilee and thanks!

PCS for ADV YNC

PPC(ADV) will also be saying goodbye to YNC Mickey Myers as he heads out to SFO Chincoteague, VA. Mick was responsible the last several years for all the monthly EPAA and ERAA messages and advancements of enlisted members. He did an excellent job of maintaining SWE eligibility lists and getting the monthly advancements completed. He also served as the PPC Morale Officer for several years and planned excellent morale events for the PPC crew. Thanks Mick for all you did and best of luck in you new position!

By: PPC (ADV) Staff

SWE Officers

A special thanks to all SWE officers who made the 2011 November SWE a success. You administered over 4,000 exams. The role you play in counseling members on advancement policy and procedures and SWE administration is vital to the success of the advancement system. Thank you for your continued dedication and excellent work! **By: PPC(ADV) staff**

EER Schedule:
E-1 Jan (all) & Jul (AD only)
E-2 Jan (all) & Jul (AD only)
E-3 Feb (all) & Aug (AD only)
E-4 Mar (all) & Sep (AD only)
E-5 Apr (all) & Oct (AD only)

E-6 May (all) & Nov (AD only)
E-7 Sep (all)
E-8 Nov (all)
E-9 Jun (all)

PPC ADV STAFF
Bill Patterson: Branch Chief
Doug Rose: Assistant Branch Chief, Servicewide Exams (SWE)
YNCM Terrilee Brown:: SWE and SWE Waivers, PPC Silver Badge
YNC Mickey Myers: Monthly EPAA/ERAA (ADV)
Pamela Flewelling: Personnel Data Integrity (PDI)
David Lynch: Supplemental Advancements (SUP)
Carolyne McInnes: (SWE)
YN1 Luke Strittmatter: Enlisted Employee Reviews (EER)
Ginger Farmer: (PDI)

Contact Information
Email: PPC-DG-ADV (in Global) or PPC-adv@hrsic.uscg.mil
Phone: (785) 339-3400
FAX: (785) 339-3765
MSG: COGARD PPC TOPEKA KS//ADV//

ADV on the WEB:
http://cgweb.ppc.uscg.mil/ppc.asp
 Check out our helpful information on our web page including:

- SWE Advancement Lists
- Supplemental Advancement Lists
- Striker Lists
- Advancement Statistics
- EER Documentation and Worksheets
- SWE Marks Factor Computation Form
- Advancement Requirements for each Rating
- Links to Advancement Instructions/Notes/Pubs
- Previous ADV Newsletters

Letters to the Editor:
If you have comments or suggestions concerning the contents of this newsletter or suggestions on future content, please send them to: Douglas.C.Rose@uscg.mil.

NOV 11 SWE Statistics

Below is the statistical data from the recent November SWE .   The marks and awards points were computed up to the 1AUG11 eligibility date and the TIS and TIR points are computed up to the 1JUL2012 Terminal Eligibility Date.

Exam	Number of Candidates Tested	Average Final Multiple Score	Average SWE Raw Score	Average EER Points	Average Award Points	Average Time in Service Points	Average Time in Rate Points	Average Sea Time Points
AET1	84	113.2109	74	41.5422	3.7	8.6575	8.74	0.76
AET2	58	104.5263	68	38.4448	1.84	5.9586	7.25	1.01
AMT1	192	119.9505	97	42.0003	5.88	11.9502	8.91	1.37
AMT2	157	106.606	83	38.9102	2.1	6.7219	7.79	1.47
AST1	39	121.6141	79	41.9833	7.64	11.8056	8.68	1.3
AST2	48	108.076	76	39.4368	2.95	6.7916	7.83	1.05
BM1	229	116.5341	76	41.8686	4.19	8.7883	7.82	3.97
BM2	108	108.4463	78	41.3093	1.95	5.5667	6.65	3.04
DC1	37	119.53	91	40.6135	4.54	9.6394	7.91	6.51
DC2	54	106.8866	78	39.9472	1.77	5.4848	6.22	3.63
EM1	24	117.7091	75	41.7595	3.54	9.287	7.42	5.29
EM2	76	104.2925	66	40.1564	1.19	4.8443	5.57	2.65
ET1	105	114.6361	70	41.0233	3.65	8.3135	7.82	3.69
ET2	162	103.0179	65	39.5324	1.01	4.8366	6.12	1.59
FS1	85	118.9075	68	41.142	3.45	9.1062	8.2	7.2
GM1	19	119.9463	78	41.6957	5.05	10.0668	8.83	4.29
GM2	19	105.8942	78	40.5942	1.36	4.8247	6.15	3.39
HS1	73	115.4345	79	42.0039	4.54	9.7724	7.59	1.77
HS2	43	103.4511	74	39.8858	1.65	5.7388	5.5	1.53
IS1	20	104.777	74	41.88	2.25	6.359	4.32	0.43
IS2	33	97.5863	77	37.4193	0.87	3.9466	3.04	1.62
IT1	33	110.6133	81	40.7739	3.06	7.5075	6.7	2.56
IT2	16	99.7581	73	37.8931	0.87	4.7187	4.15	2.11
ME1	32	118.2412	86	42.4721	5.37	9.6596	7.9	2.82
ME2	94	109.5213	79	40.7367	2.53	6.2902	7.68	1.99
MK1	145	119.6063	78	42.0327	5.15	9.5643	8.07	4.87
MK2	299	106.8861	76	40.3892	1.55	5.4294	6.59	2.89
MST1	122	112.1883	104	42.2868	4.22	8.2431	6.18	1.31
MST2	242	103.7664	98	40.6651	1.4	4.8129	5.69	1.27
OS1	14	106.2185	81	41.4642	2.14	5.1121	5.15	2.34
OS2	109	98.3254	73	38.8834	0.4	3.5187	4.04	1.47
PA1	6	107.48	109	43.2283	3	6.75	4.08	0.41
PA2	11	111.4118	94	40.8745	3.63	7.5463	8.66	2.3
SK1	87	113.2112	79	41.7588	3.51	8.3956	7.04	2.17
SK2	52	102.3475	71	39.785	1.38	5.4013	4.03	1.74
YN1	176	112.6196	76	42.2167	4.01	8.4034	6.71	1.2
YN2	81	102.9745	68	40.3997	1.14	4.7097	4.98	1.73

OCT 11 RSWE Statistics

Below is the statistical data from the recent October RSWE . The marks and awards points were computed up to the 1JUL11 SWE Eligibility Date and the TIS and TIR points are computed up to the 1JAN2012 Terminal Eligibility Date.

Exam	Number of Candidates Tested	Average Final Multiple Score	Average SWE Raw Score	Average EER Points	Average Award Points	Average Time in Service Points	Average Time in Rate Points
BMC	52	117.2596	65	42.5809	6.13	12.4792	6.06
BMCM	16	128.5543	63	44.8206	8.5	19.4012	5.83
BMCS	9	125.8166	73	43.1877	7.33	17.7966	7.49
DC1	4	115.1025	88	40.5	3.5	12.895	8.2
DC2	5	111.698	75	39.332	3	10.7	8.66
DCC	16	123.0387	78	41.0187	6.5	17.2393	8.28
EM2	2	105.19	61	39.605	1	4.835	9.75
EMC	10	121.427	64	41.436	4.8	16.425	9.06
EMCM	1	131.23	96	44.65	10	19.58	7
ET1	1	96.87	53	38.45	0	5.42	3
ET2	3	103.39	52	40.06	0.33	5.22	7.77
ETC	18	120.5488	50	40.8133	5.38	15.9761	8.37
FS1	6	112.74	60	41.515	4.83	10.28	6.11
FSC	8	117.2987	57	41.0062	3.62	14.4575	8.2
FSCM	1	124.45	77	38.45	10	20	6
GM1	3	106.0233	70	40.1333	3.33	6.7233	5.83
GM2	5	102.1	69	41.096	1.6	5.168	4.23
GMC	4	118.15	62	40.8575	7.25	13.0425	7
GMCM	1	128.43	78	43.6	10	20	4.83
GMCS	1	130.02	64	44.02	10	20	6
HS1	4	115.0575	71	40.2875	6.75	10.1875	7.83
HS2	5	108.244	75	40.928	3.4	7.116	6.8
HSC	8	116.6737	56	41.465	2.75	13.5625	8.31
HSCS	1	133.91	61	45.91	10	20	8
IS1	4	105.8	60	40.3175	1.75	9.23	4.5
IS2	4	96.3975	78	38.3975	2	3.5	2.49
ISC	4	113.705	74	43.2675	1.75	13.23	5.45
ISCM	1	123.45	67	43.7	6	19.75	4
ISCS	1	120.18	64	42.76	4	15.42	8
IT1	11	116.2336	68	41.469	4	12.1281	8.63
IT2	10	106.542	72	38.912	2.1	7.799	7.46
ITC	16	126.5868	69	40.9793	7.12	17.3287	10
ITCM	2	128.84	74	43.175	8	20	7.66
IVC	21	119.3642	89	42.729	4	15.7304	6.9
IVCM	2	129.625	105	43.125	10	20	6.5
IVCS	4	131.125	99	44.4625	8.5	20	8.16

Exam	Number of Candidates Tested	Average Final Multiple Score	Average SWE Raw Score	Average EER Points	Average Award Points	Average Time in Service Points	Average Time in Rate Points
ME1	28	105.6942	81	40.4378	2.28	7.0507	5.6
ME2	21	97.6876	75	38.87	0.47	4.1747	3.33
MEC	101	119.4652	71	41.8418	4.65	14.569	8.25
MECM	9	128.1366	90	43.0244	9.33	18.9077	6.87
MECS	15	127.7033	79	43.382	7.93	18.094	7.66
MKC	38	118.5781	70	41.3713	5.68	13.66	7.28
MKCM	10	126.213	79	43.746	7.1	18.834	6.53
MKCS	8	124.1887	81	41.8775	6.87	17.4162	8.02
MST2	50	99.3078	84	38.7948	1.22	5.0786	4.21
MSTC	38	117.0052	84	41.445	5.68	13.53	6.34
MSTCM	4	129.3975	95	43.44	9.5	20	6.45
MSTCS	8	125.455	91	44.03	8.25	16.28	6.89
OS2	4	99.44	73	38.5025	1.5	3.9375	5.5
OSC	15	112.8466	60	41.0453	4.4	9.79	7.61
OSCM	2	131.145	75	43.475	10	20	7.67
OSCS	3	131.1833	67	42.4066	8.33	20	10
PA1	2	123.83	113	43.125	2.5	17.54	10
PAC	9	122.2844	99	41.7933	7	13.9355	8.59
PACS	1	134.86	93	44.86	10	20	10
SK1	3	104.9533	72	39.5366	2.66	7.1966	5.55
SK2	6	103.015	64	39.64	0.66	6.29	6.41
SKC	26	120.3203	69	41.4319	6.92	14.7146	7.84
SKCS	2	131.67	84	43.42	10	20	8.25
YN1	18	114.29	63	40.7322	3.83	10.3994	7.21
YN2	13	105.4	61	40.6469	1.07	5.9169	7.16
YNC	41	122.5453	62	41.6587	5.75	15.3821	8.19
YNCM	1	131.37	65	44.54	10	20	6.83
YNCS	7	125.2228	75	42.7114	7.57	17.3928	7.07

   Greetings to all and Happy New Year! Here it is 2012, and unbelievably (to me), time to transfer once again. Time has flown by since I've worked on my first EPAA and ERAA, and I must say I've learned a lot about advancement procedures that I didn't know before.   I will sorely miss this job and the small town living of Topeka Kansas as I depart to my next unit at SFO Chincoteague Virginia. I've always enjoyed the challenge of a PCS and this one will be no exception. Farewell Dorothy and hello ocean breeze!

   Keeping up with monthly advancements was never an easy feat, but fortunately for me, I couldn't have worked with a finer or more professional group of people then here at PPC-ADV, and I'd like to take the opportunity to thank each of them personally.   Mr. Bill Patterson, Doug Rose, Master Chief Terrilee Brown, Carolyne McInnes, Pam Flewelling, Virginia Farmer, David Lynch and YN1 Luke Strittmatter; thanks for all your continual assistance and camaraderie over the past two and a half years. It's been a great experience and great fun.

   Also, a special thanks to Master Chief Cruz and LCDR Ed Soriano at PSC (epm) and to YNCS Brad Bartsch, LT Andrew Younkle, and Stephanie Staggs at PSC (rpm). Without your superior guidance and teamwork, my work would never have gotten done.

   Finally, congratulations YN1 Luke Strittmatter on being above the cut for E-7 and for your recent orders fleeting up to my position.   Based on your exceptional work ethic and dedication, and your universal knowledge of the EER system, you will no doubt surpass expectations as the new Section Chief.

Very Respectfully,   YNC Mick Myers, Post SWE Advancements Section Chief